United Nations A/71/323/Add.2

General Assembly

Distr.: General
1 September 2016

Original: English

Seventy-first session
Item 139 of the provisional agenda*
Human resources management

Overview of human resources management reforms: assessment of the system of desirable ranges

Report of the Secretary-General

Addendum

Summary

The present report is submitted pursuant to paragraph 46 of General Assembly resolution 67/255.

The present report will review the current system of desirable ranges as adopted in resolution 42/220 A.

The Secretary-General invites the General Assembly to take note of the present report, approve the recommended changes and give further guidance to the Secretariat, as appropriate.

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I. Introduction

1. The present report is submitted pursuant to paragraph 46 of General Assembly resolution 67/255, in which the Assembly requested the Secretary-General to present proposals for a comprehensive review of the system of desirable ranges with a view to establishing a more effective tool for ensuring equitable geographical distribution in relation to the posts financed through the regular budget.

2. The present report has been requested further to a previous report of the Secretary-General (A/65/305/Add.2) submitted in 2010 pursuant to resolution 63/250, in which the General Assembly had recognized that considerable change had taken place in the composition and the number of staff of the global United Nations Secretariat in the previous two decades and had requested proposals similar to those mentioned in paragraph 1 above in relation to the total number of staff of the global Secretariat (sect. IX, para. 7). In his 2010 report, the Secretary-General had presented scenarios of changes in desirable ranges that included varying the weights of existing factors (membership, population and contribution) and changing the base figure (number of geographical posts) to include other types of posts, such as language or peacekeeping. In addition, during its deliberations, the General Assembly had requested the Secretary-General to provide other scenarios that included additional weights and factors (troop and police contributions and assessments for peacekeeping operations). The origins and initial purpose of the system of desirable ranges were also described in the same report (sect. II, paras. 3-13).

3. After deliberations, the General Assembly decided not to change the system of desirable ranges but that staff members would now retain geographical status when serving against a geographical post, except those recruited under the young professionals programme (resolution 65/247, para. 66). Previously, if staff members obtained geographical status, they retained it even if serving against a non-geographical post, for instance a peacekeeping post. Subsequently, between 30 June 2010 and 30 June 2011, the number of staff with geographical status decreased from 2,886 (A/65/350, para. 32) to 2,049 (A/66/347, para. 36), mainly as a result of a number of staff being reported as geographically undefined. Over the same period, the number of unrepresented Member States increased from 12 to 20 and that of underrepresented Member States from 31 to 56 (A/65/350, table 19, and A/66/347, table 20). After an extensive review of data for staff counted towards the desirable range, the number of those geographically undefined was reduced to nil. As at 30 June 2016, there were 2,982 staff with geographical status (see A/71/360), with 19 Member States unrepresented and 42 underrepresented (see annex, table 2, columns 3 and 4).

4. In his report to the General Assembly at its sixty-seventh session (A/67/324, para. 102), the Secretary-General sought guidance as to the type of posts and the sources of funding that should be included (regular budget, peacekeeping, support account, etc.), whether the contribution weighting factor should be amended accordingly and whether the posts to be counted should be established for a minimum length of time (for example, more than five years, in line with the post envelope for continuing appointments). In response, the Assembly specified in paragraph 46 of its resolution 67/255 that the posts to be considered were those financed through the regular budget.

5. The present report contains a review of the current system of desirable ranges, which has remained mostly unchanged since its adoption in resolution 42/220 A, in 1987 (see A/59/724, table 1, Chronological evolution of the determining factors and the baseline in the system of desirable ranges; see also A/69/572, annex II, Options and scenarios for reviewing the desirable ranges since 1988).

II. Review of the system of desirable ranges

A. Current system of desirable ranges

6. For all the complexity of the issue, the Secretary-General's view is that the current system of desirable ranges has served well in practice, given that, as at 30 June 2016, only 389 persons (11.1 per cent of the 3,500 base figure) needed to be recruited from unrepresented and underrepresented Member States for all Member States to be within or over their desirable range (see annex, table 1, column 11, for the number of nationals needed to be recruited from each Member State). This number is smaller than that of vacant geographical posts and of posts temporarily encumbered by staff without geographical status as at 30 June 2016 (see A/71/360).

7. A review of the steps necessary for determining the desirable range and representation of individual Member States as at 30 June 2016 is provided below.

Step 1: determining the geographical posts (base figure) for the system of desirable ranges

8. The population of geographical posts provides the base figure[1] used for the determination of all desirable ranges under the current system, which was originally 2,700[2] on 1 January 1988, and had increased to 3,500 on 30 June 2016 (see A/71/360). The base figure includes only posts funded under the regular budget in the Professional and higher categories in the Secretariat, with certain exclusions,[3] such as language posts, and the General Assembly has reaffirmed in its resolution 65/247 that the base figure is applicable to regular budget posts only (sect. VII, para. 67).

Step 2: determining the factors and the weighting for the system of desirable ranges

9. The factors and their respective weights determine how the geographical posts (base figure) are distributed under the system of desirable ranges. The desirable range of each Member State is determined through the application of the respective factors and weights to the base figure, which are then added together to establish a midpoint. Originally, the system of desirable ranges used only one factor (contributions); the factors of membership and population were added in 1962.[4] After the introduction of these additional factors, the weights applied to factors varied until 1988 but have since remained unchanged. The Secretary-General believes that the final decision as to what factors and weights should be applied to

[1] The base figure represents the population of geographical posts rounded down to the nearest hundred (resolution 42/220 A, sect. III, para. 1 (f)).
[2] Resolution 42/220 A, sect. III, para. 1 (a).
[3] For exclusions, see A/65/305/Add.2, para. 22.
[4] See General Assembly resolution 1852 (XVII).

the system of desirable ranges rests with the General Assembly, and he stands ready to provide scenarios if requested by the Assembly, to facilitate the deliberations during the current session.

Step 2.1: determining the membership factor

10. The principle that all Member States should be represented in the Secretariat is reflected in the membership factor, which is applied equally to all Member States. The membership factor posts of each Member State is equal to 7.25 posts and is calculated as the membership factor weight (40 per cent) multiplied by the base figure (3,500) and divided by the number of Member States (193), that is:

(40% x 3,500) ÷ 193 = 7.25[5]

Step 2.2: determining the population factor

11. The differences in population among Member States are taken into account through the population factor. It is based on the proportion of the population of each Member State relative to the total population of all Member States. It is calculated for each Member State as the population factor weight (5 per cent) multiplied by the base figure (3,500), multiplied by the individual Member State's population and divided by the total population of all Member States,[6] that is:

(5% x 3,500 x population of the Member State) ÷ 7,313,030,000 = population factor posts of the Member State[7]

Step 2.3: determining the contribution factor

12. The remaining posts that are allotted to the contribution factor are distributed to the Member States in proportion to the latest scale of assessments of the regular budget. They are calculated for each Member State as the contribution factor weight (55 per cent) multiplied by the base figure (3,500) and multiplied by the percentage of the Member State's contribution to the regular budget, that is:

55% x 3,500 x percentage of the Member State's contribution to the regular budget = contribution factor posts of the Member State[8]

Step 2.4: determining the midpoint

13. The midpoint of a Member State's desirable range is determined by adding up the posts distributed to the State through the application of the membership, population and contribution factors described in steps 2.1, 2.2 and 2.3 above. The sum of all the individual Member States' midpoints is equal to the base figure.[9]

[5] See annex, table 1, column 2, for the membership factor of each Member State.

[6] United Nations, "Total population (both sexes combined) by major area, region and country, annually for 1950-2100 (thousands)", World Population Prospects: The 2015 Revision Population Database. Available from https://esa.un.org/unpd/wpp/DVD/Files/1_Indicators%20(Standard)/EXCEL_FILES/1_Population/WPP2015_POP_F01_1_TOTAL_POPULATION_BOTH_SEXES.XLS.

[7] See annex, table 1, column 3, for the population factor of each Member State.

[8] See annex, table 1, column 4, for the contribution factor of each Member State.

[9] See annex, table 1, column 5, for the midpoint of each Member State.

Step 2.5: determining the lower and upper limits of the desirable range

14. The lower and upper limits were established to give the Secretary-General some flexibility in appointing staff and avoid having a midpoint as the rigid goal for equitable geographical distribution. The lower and upper limits of the desirable range extend 15 per cent upward and downward from the midpoint of each Member State, but not fewer than 4.8 posts up and down, with the upper limit of the range being not fewer than 14 posts. The calculations for the lower and upper limits, which are based on factors valid as at 1 January 1988, are explained below.

Step 2.5a: determining the lower limit of the desirable range

15. The lower limit is 15 per cent downward from the midpoint, but not fewer than 4.8 posts. The figure of 4.8 is calculated as the base figure (2,700) multiplied by the membership factor weight (40 per cent) and divided by the number of Member States at 1 January 1988 (159), minus the minimum lower limit set in resolution 31/26 (2), that is:

$$[(2{,}700 \times 40\%) \div 159] - 2 = 4.8$$ [10]

Step 2.5b: determining the upper limit of the desirable range

16. The upper limit is equal to an increase of 15 per cent upward from the midpoint, but not less than 4.8 posts. The figure of 14 posts was decided by the General Assembly in resolution 42/220 A, even though the calculation is equal to 12, its being the base figure (2,700) multiplied by the membership factor weight (40 per cent) and divided by the number of Member States at 1 January 1988 (159), plus the 4.8 posts as calculated above, that is:

$$[(2{,}700 \times 40\%) \div 159] + 4.8 = 12$$ [11]

Step 3: determining the representation status of individual Member State

17. Once the lower and upper limits of a Member State's desirable range have been calculated, the number of its nationals with geographical status[12] is calculated and compared with its desirable range to determine its representation status.[13] The General Assembly has decided that staff members should retain geographical status when serving against a geographical post, except those recruited under the young professionals programme (resolution 65/247, para. 66).

18. A Member State is considered "unrepresented" when none of its nationals serving in a post subject to geographical distribution has gone through the established selection process. It is "underrepresented" when the number of its nationals appointed to such posts is below the lower limit of the desirable range. It is "within range" when the number of its nationals appointed to such posts is between the upper and lower limits of the desirable range inclusive. Finally, it is

[10] See annex, table 1, column 6, for the down from the midpoint of each Member State and table 1, column 7, for the lower limit of their desirable range.

[11] See annex, table 1, column 6, for the up from the midpoint for each Member State and table 1, column 8, for the upper limit of their desirable range.

[12] See annex, table 1, column 9, for the number of staff with geographical status of each Member State.

[13] See annex, table 1, column 10, for the representation status of each Member State.

"overrepresented" when the number of its nationals appointed to such posts exceeds the upper limit of the desirable range.

B. Recommended changes to the system of desirable ranges

Recommended change 1: updating the calculation of step 2.5a to determine the lower limit of the desirable range

19. The minimum downward from the midpoint of 4.8 posts described in step 2.5a above was calculated based on values valid as at 1 January 1988 (base figure of 2,700 and 159 Member States). As the base figure and number of Member States have changed over time, the figure of 4.8 should be updated accordingly. If this is agreed, as at 30 June 2016, the 4.8 posts would become 5.3 posts and would be calculated as the base figure (3,500) multiplied by the membership factor weight (40 per cent) and divided by the current number of Member States (193), minus the minimum lower limit set in resolution 31/26 (2),[14] that is:

$$[(3{,}500 \times 40\%) \div 193] - 2 = 5.3 \text{ (rounded figure)}$$

20. As shown in the annex, table 2, the change would mean an increase in the number of Member States from 23 (column 7) to 86 (column 12), with a minimum lower limit of 2. This would increase the number of Member States that are within range from 104 (column 5) to 111 (column 10). The calculation would be updated every six months to take account of any change in the base figure or number of Member States.

Recommended change 2: updating the calculation of step 2.5b to determine the upper limit of the desirable range

21. The minimum upper limit of 14 posts described in step 2.5b above, like the lower limit, is calculated on the basis of values valid as at 1 January 1988 (base figure of 2,700 and 159 Member States). While the calculation adds up to 12 posts, the General Assembly decided to maintain the minimum upper limit at 14 posts. As the base figure and number of Member States have changed over time, the minimum upper limit should also be changed to 13 posts as at 30 June 2016 and be calculated as the base figure (3,500) multiplied by the membership factor weight (40 per cent) and divided by the current number of Member States (193), plus the figure of 5.3 posts calculated in paragraph 19,[15] that is:

$$[(3{,}500 \times 40\%) \div 193] + 5.3 = 13 \text{ (rounded figure)}$$

22. As shown in the annex, table 2, this change and recommended change 1 above would result in 107 Member States (column 17) with an upper limit of 13 posts: 86 with 2 to 13 posts and 21 with 3 to 13 posts. The recommended change would increase the number of Member States that are within range from 104 (column 5) to 109 (column 15). The calculation would be updated every six months to take account of any change in the base figure or number of Member States.

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[14] See annex, table 2, for a comparative summary of desirable ranges of each Member State and table 3, columns 6-8, for the desirable range of each Member State.

[15] See annex, table 2, columns 13-17, for a comparative summary of Member States' desirable ranges and table 3, columns 9-11, for the desirable range of each Member State. Recommended change 2 shown in tables 2 and 3 also includes recommended change 1.

III. Conclusion and recommendations

23. Regardless of the outcome of the discussions of the General Assembly on the system of desirable ranges, the Secretary-General would like to highlight to the Assembly his continued efforts to address the issues of representation of Member States in the Secretariat (see A/71/323).

24. The Secretary-General stands ready to provide additional scenarios for the calculation of desirable ranges if requested by the General Assembly, to facilitate the deliberations during the current session.

25. The Secretary-General invites the General Assembly to take note of the present report, approve the recommended changes to update the calculation of the lower and upper limits of the desirable range using the most recent base figure and number of Member States, and give further guidance to the Secretariat, as appropriate.

Annex

Table 1
Calculations of the desirable range of Member States as at 30 June 2016

(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*	*(7)*	*(8)*	*(9)*	*(10)*	*(11)*
Member State	*Step 2.1 Membership factor*	*Step 2.2 Population factor*	*Step 2.3 Contribution factor*	*(5=2+3+4) Step 2.4 Midpoint*	*Up and down from the midpoint (greater value of 15% of midpoint or 4.8 posts)*	*(7=5−6) Step 2.5a Lower limit (midpoint minus down from the midpoint)*	*(7=5+6 or 14 posts) Step 2.5b Upper limit (greater value of midpoint plus up from the midpoint or 14 posts)*	*Step 3 Number of staff with geographical status*	*Step 3 Representation status*	*(11=7−9) Number of staff needing to be recruited from unrepresented and underrepresented Member States*
Afghanistan	7.25	0.78	0.12	8.15	4.80	3	14	0	Un	3
Albania	7.25	0.07	0.15	7.47	4.80	3	14	10	Within	
Algeria	7.25	0.95	3.10	11.30	4.80	7	16	9	Within	
Andorra	7.25	0.00	0.12	7.37	4.80	3	14	0	Un	3
Angola	7.25	0.60	0.19	8.04	4.80	3	14	0	Un	3
Antigua and Barbuda	7.25	0.00	0.04	7.29	4.80	2	14	0	Un	2
Argentina	7.25	1.04	17.17	25.46	4.80	21	30	32	Over	
Armenia	7.25	0.07	0.12	7.44	4.80	3	14	10	Within	
Australia	7.25	0.57	44.99	52.81	7.92	45	61	48	Within	
Austria	7.25	0.20	13.86	21.31	4.80	17	26	30	Over	
Azerbaijan	7.25	0.23	1.16	8.64	4.80	4	14	6	Within	
Bahamas	7.25	0.01	0.27	7.53	4.80	3	14	5	Within	
Bahrain	7.25	0.03	0.85	8.13	4.80	3	14	2	Under	1
Bangladesh	7.25	3.85	0.19	11.29	4.80	6	16	12	Within	
Barbados	7.25	0.01	0.13	7.39	4.80	3	14	3	Within	
Belarus	7.25	0.23	1.08	8.56	4.80	4	14	1	Under	3
Belgium	7.25	0.27	17.04	24.56	4.80	20	29	35	Over	
Belize	7.25	0.01	0.02	7.28	4.80	2	14	1	Under	1
Benin	7.25	0.26	0.06	7.57	4.80	3	14	8	Within	
Bhutan	7.25	0.02	0.02	7.29	4.80	2	14	3	Within	
Bolivia (Plurinational State of)	7.25	0.26	0.23	7.74	4.80	3	14	7	Within	
Bosnia and Herzegovina	7.25	0.09	0.25	7.59	4.80	3	14	6	Within	
Botswana	7.25	0.05	0.27	7.57	4.80	3	14	9	Within	
Brazil	7.25	4.97	73.59	85.81	12.87	73	99	44	Under	29

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Member State	*Step 2.1 Membership factor*	*Step 2.2 Population factor*	*Step 2.3 Contribution factor*	*(5=2+3+4) Step 2.4 Midpoint*	*Up and down from the midpoint (greater value of 15% of midpoint or 4.8 posts)*	*(7=5−6) Step 2.5a Lower limit (midpoint minus down from the midpoint)*	*(7=5+6 or 14 posts) Step 2.5b Upper limit (greater value of midpoint plus up from the midpoint or 14 posts)*	*Step 3 Number of staff with geographical status*	*Step 3 Representation status*	*(11=7−9) Number of staff needing to be recruited from unrepresented and underrepresented Member States*
Brunei Darussalam	7.25	0.01	0.56	7.82	4.80	3	14	1	Under	2
Bulgaria	7.25	0.17	0.87	8.29	4.80	3	14	18	Over	
Burkina Faso	7.25	0.43	0.08	7.76	4.80	3	14	5	Within	
Burundi	7.25	0.27	0.02	7.54	4.80	3	14	8	Within	
Cabo Verde	7.25	0.01	0.02	7.28	4.80	2	14	1	Under	1
Cambodia	7.25	0.37	0.08	7.70	4.80	3	14	1	Under	2
Cameroon	7.25	0.56	0.19	8.00	4.80	3	14	28	Over	
Canada	7.25	0.86	56.23	64.34	9.65	55	74	93	Over	
Central African Republic	7.25	0.12	0.02	7.39	4.80	3	14	1	Under	2
Chad	7.25	0.34	0.10	7.69	4.80	3	14	1	Under	2
Chile	7.25	0.43	7.68	15.36	4.80	11	20	28	Over	
China	7.25	33.12	152.48	192.85	28.93	164	222	81	Under	83
Colombia	7.25	1.15	6.20	14.60	4.80	10	19	12	Within	
Comoros	7.25	0.02	0.02	7.29	4.80	2	14	0	Un	2
Congo	7.25	0.11	0.12	7.48	4.80	3	14	4	Within	
Costa Rica	7.25	0.12	0.90	8.27	4.80	3	14	10	Within	
Côte d'Ivoire	7.25	0.54	0.17	7.96	4.80	3	14	5	Within	
Croatia	7.25	0.10	1.91	9.26	4.80	4	14	10	Within	
Cuba	7.25	0.27	1.25	8.77	4.80	4	14	5	Within	
Cyprus	7.25	0.03	0.83	8.11	4.80	3	14	3	Within	
Czechia	7.25	0.25	6.62	14.12	4.80	9	19	12	Within	
Democratic People's Republic of Korea	7.25	0.60	0.10	7.95	4.80	3	14	1	Under	2
Democratic Republic of the Congo	7.25	1.85	0.15	9.25	4.80	4	14	10	Within	
Denmark	7.25	0.14	11.24	18.63	4.80	14	23	25	Over	
Djibouti	7.25	0.02	0.02	7.29	4.80	2	14	4	Within	
Dominica	7.25	0.00	0.02	7.27	4.80	2	14	1	Under	1

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Member State	*Step 2.1 Membership factor*	*Step 2.2 Population factor*	*Step 2.3 Contribution factor*	*(5=2+3+4) Step 2.4 Midpoint*	*Up and down from the midpoint (greater value of 15% of midpoint or 4.8 posts)*	*(7=5−6) Step 2.5a Lower limit (midpoint minus down from the midpoint)*	*(7=5+6 or 14 posts) Step 2.5b Upper limit (greater value of midpoint plus up from the midpoint or 14 posts)*	*Step 3 Number of staff with geographical status*	*Step 3 Representation status*	*(11=7−9) Number of staff needing to be recruited from unrepresented and underrepresented Member States*
Dominican Republic	7.25	0.25	0.89	8.39	4.80	4	14	7	Within	
Ecuador	7.25	0.39	1.29	8.93	4.80	4	14	13	Within	
Egypt	7.25	2.19	2.93	12.37	4.80	8	17	23	Over	
El Salvador	7.25	0.15	0.27	7.67	4.80	3	14	7	Within	
Equatorial Guinea	7.25	0.02	0.19	7.46	4.80	3	14	0	Un	3
Eritrea	7.25	0.13	0.02	7.40	4.80	3	14	5	Within	
Estonia	7.25	0.03	0.73	8.01	4.80	3	14	6	Within	
Ethiopia	7.25	2.38	0.19	9.82	4.80	5	15	27	Over	
Fiji	7.25	0.02	0.06	7.33	4.80	3	14	12	Within	
Finland	7.25	0.13	8.78	16.16	4.80	11	21	23	Over	
France	7.25	1.54	93.54	102.33	15.35	87	118	146	Over	
Gabon	7.25	0.04	0.33	7.62	4.80	3	14	3	Within	
Gambia	7.25	0.05	0.02	7.32	4.80	3	14	3	Within	
Georgia	7.25	0.10	0.15	7.50	4.80	3	14	3	Within	
Germany	7.25	1.93	122.99	132.17	19.83	112	152	138	Within	
Ghana	7.25	0.66	0.31	8.22	4.80	3	14	15	Over	
Greece	7.25	0.26	9.07	16.58	4.80	12	21	14	Within	
Grenada	7.25	0.00	0.02	7.27	4.80	2	14	2	Within	
Guatemala	7.25	0.39	0.54	8.18	4.80	3	14	8	Within	
Guinea	7.25	0.30	0.04	7.59	4.80	3	14	4	Within	
Guinea-Bissau	7.25	0 04	0.02	7.31	4.80	3	14	4	Within	
Guyana	7.25	0.02	0.04	7.31	4.80	3	14	6	Within	
Haiti	7.25	0.26	0.06	7.57	4.80	3	14	6	Within	
Honduras	7.25	0.19	0.15	7.59	4.80	3	14	3	Within	
Hungary	7.25	0.24	3.10	10.59	4.80	6	15	12	Within	
Iceland	7.25	0.01	0.44	7.70	4.80	3	14	5	Within	
India	7.25	31.37	14.19	52.81	7.92	45	61	55	Within	

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Member State	*Step 2.1 Membership factor*	*Step 2.2 Population factor*	*Step 2.3 Contribution factor*	*(5=2+3+4) Step 2.4 Midpoint*	*Up and down from the midpoint (greater value of 15% of midpoint or 4.8 posts)*	*(7=5−6) Step 2.5a Lower limit (midpoint minus down from the midpoint)*	*(7=5+6 or 14 posts) Step 2.5b Upper limit (greater value of midpoint plus up from the midpoint or 14 posts)*	*Step 3 Number of staff with geographical status*	*Step 3 Representation status*	*(11−7−9) Number of staff needing to be recruited from unrepresented and underrepresented Member States*
Indonesia	7.25	6.16	9.70	23.11	4.80	18	28	12	Under	6
Iran (Islamic Republic of)	7.25	1.89	9.07	18.21	4.80	13	23	11	Under	2
Iraq	7.25	0.87	2.48	10.60	4.80	6	15	3	Under	3
Ireland	7.25	0.11	6.45	13.81	4.80	9	19	21	Over	
Israel	7.25	0.19	8.28	15.72	4.80	11	21	11	Within	
Italy	7.25	1.43	72.15	80.83	12.12	69	93	126	Over	
Jamaica	7.25	0.07	0.17	7.49	4.80	3	14	5	Within	
Japan	7.25	3.03	186.34	196.62	29.49	167	226	78	Under	89
Jordan	7.25	0.18	0.39	7.82	4.80	3	14	18	Over	
Kazakhstan	7.25	0.42	3.68	11.35	4.80	7	16	8	Within	
Kenya	7.25	1.10	0.35	8.70	4.80	4	14	40	Over	
Kiribati	7.25	0.00	0.02	7.27	4.80	2	14	0	Un	2
Kuwait	7.25	0.09	5.49	12.83	4.80	8	18	0	Un	8
Kyrgyzstan	7.25	0.14	0.04	7.43	4.80	3	14	4	Within	
Lao People's Democratic Republic	7.25	0.16	0.06	7.47	4.80	3	14	1	Under	2
Latvia	7.25	0.05	0.96	8.26	4.80	3	14	2	Under	1
Lebanon	7.25	0.14	0.89	8.28	4.80	3	14	21	Over	
Lesotho	7.25	0.05	0.02	7.32	4.80	3	14	2	Under	1
Liberia	7.25	0.11	0.02	7.38	4.80	3	14	2	Under	1
Libya	7.25	0.15	2.41	9.81	4.80	5	15	2	Under	3
Liechtenstein	7.25	0.00	0.13	7.38	4.80	3	14	0	Un	3
Lithuania	7.25	0.07	1.39	8.71	4.80	4	14	6	Within	
Luxembourg	7.25	0.01	1.23	8.49	4.80	4	14	2	Under	2
Madagascar	7.25	0.58	0.06	7.89	4.80	3	14	8	Within	
Malawi	7.25	0.41	0.04	7.70	4.80	3	14	14	Within	
Malaysia	7.25	0.73	6.20	14.18	4.80	9	19	9	Within	
Maldives	7.25	0.01	0.04	7.30	4.80	3	14	4	Within	

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Member State	*Step 2.1 Membership factor*	*Step 2.2 Population factor*	*Step 2.3 Contribution factor*	*(5=2+3+4) Step 2.4 Midpoint*	*Up and down from the midpoint (greater value of 15% of midpoint or 4.8 posts)*	*(7=5−6) Step 2.5a Lower limit (midpoint minus down from the midpoint)*	*(7=5+6 or 14 posts) Step 2.5b Upper limit (greater value of midpoint plus up from the midpoint or 14 posts)*	*Step 3 Number of staff with geographical status*	*Step 3 Representation status*	*(11=7−9) Number of staff needing to be recruited from unrepresented and underrepresented Member States*
Mali	7.25	0.42	0.06	7.73	4.80	3	14	4	Within	
Malta	7.25	0.01	0.31	7.57	4.80	3	14	4	Within	
Marshall Islands	7.25	0.00	0.02	7.27	4.80	2	14	0	Un	2
Mauritania	7.25	0.10	0.04	7.39	4.80	3	14	7	Within	
Mauritius	7.25	0.03	0.23	7.51	4.80	3	14	5	Within	
Mexico	7.25	3.04	27.62	37.91	5.69	32	44	59	Over	
Micronesia (Federated States of)	7.25	0.00	0.02	7.27	4.80	2	14	1	Under	1
Monaco	7.25	0.00	0.19	7.44	4.80	3	14	0	Un	3
Mongolia	7.25	0.07	0.10	7.42	4.80	3	14	7	Within	
Montenegro	7.25	0.01	0.08	7.34	4.80	3	14	4	Within	
Morocco	7.25	0.82	1.04	9.11	4.80	4	14	9	Within	
Mozambique	7.25	0.67	0.08	8.00	4.80	3	14	3	Within	
Myanmar	7.25	1.29	0.19	8.73	4.80	4	14	8	Within	
Namibia	7.25	0.06	0.19	7.50	4.80	3	14	3	Within	
Nauru	7.25	0.00	0.02	7.27	4.80	2	14	0	Un	2
Nepal	7.25	0.68	0.12	8.05	4.80	3	14	10	Within	
Netherlands	7.25	0.41	28.53	36.19	5.43	31	42	42	Within	
New Zealand	7.25	0.11	5.16	12.52	4.80	8	17	11	Within	
Nicaragua	7.25	0.15	0.08	7.48	4.80	3	14	2	Under	1
Niger	7.25	0.48	0.04	7.77	4.80	3	14	4	Within	
Nigeria	7.25	4.36	4.02	15.63	4.80	11	20	14	Within	
Norway	7.25	0.12	16.34	23.71	4.80	19	29	16	Under	3
Oman	7.25	0.11	2.18	9.54	4.80	5	14	1	Under	4
Pakistan	7.25	4.52	1.79	13.56	4.80	9	18	16	Within	
Palau	7.25	0.00	0.02	7.27	4.80	2	14	0	Un	2
Panama	7.25	0.09	0.65	7.99	4.80	3	14	6	Within	
Papua New Guinea	7.25	0.18	0.08	7.51	4.80	3	14	2	Under	1

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Member State	*Step 2.1 Membership factor*	*Step 2.2 Population factor*	*Step 2.3 Contribution factor*	*(5=2+3+4) Step 2.4 Midpoint*	*Up and down from the midpoint (greater value of 15% of midpoint or 4.8 posts)*	*(7=5−6) Step 2.5a Lower limit (midpoint minus down from the midpoint)*	*(7=5+6 or 14 posts) Step 2.5b Upper limit (greater value of midpoint plus up from the midpoint or 14 posts)*	*Step 3 Number of staff with geographical status*	*Step 3 Representation status*	*(11=7−9) Number of staff needing to be recruited from unrepresented and underrepresented Member States*
Paraguay	7.25	0.16	0.27	7.68	4.80	3	14	3	Within	
Peru	7.25	0.75	2.62	10.62	4.80	6	15	7	Within	
Philippines	7.25	2.41	3.18	12.84	4.80	8	18	21	Over	
Poland	7.25	0.92	16.19	24.36	4.80	20	29	17	Under	3
Portugal	7.25	0.25	7.55	15.05	4.80	10	20	21	Over	
Qatar	7.25	0.05	5.18	12.48	4.80	8	17	0	Un	8
Republic of Korea	7.25	1.20	39.25	47.70	7.16	41	55	46	Within	
Republic of Moldova	7.25	0.10	0.08	7.43	4.80	3	14	7	Within	
Romania	7.25	0.47	3.54	11.26	4.80	6	16	13	Within	
Russian Federation	7.25	3.43	59.44	70.12	10.52	60	81	48	Under	12
Rwanda	7.25	0.28	0.04	7.57	4.80	3	14	10	Within	
Saint Kitts and Nevis	7.25	0.00	0.02	7.27	4.80	2	14	5	Within	
Saint Lucia	7.25	0.00	0.02	7.27	4.80	2	14	1	Under	1
Saint Vincent and the Grenadines	7.25	0.00	0.02	7.27	4.80	2	14	1	Under	1
Samoa	7.25	0.00	0.02	7.27	4.80	2	14	3	Within	
San Marino	7.25	0.00	0.06	7.31	4.80	3	14	2	Under	1
Sao Tome and Principe	7.25	0.00	0.02	7.27	4.80	2	14	0	Un	2
Saudi Arabia	7.25	0.75	22.06	30.06	4.80	25	35	3	Under	22
Senegal	7.25	0.36	0.10	7.71	4.80	3	14	8	Within	
Serbia	7.25	0.21	0.62	8.08	4.80	3	14	9	Within	
Seychelles	7.25	0.00	0.02	7.27	4.80	2	14	2	Within	
Sierra Leone	7.25	0.15	0.02	7.42	4.80	3	14	6	Within	
Singapore	7.25	0.13	8.60	15.98	4.80	11	21	14	Within	
Slovakia	7.25	0.13	3.08	10.46	4.80	6	15	9	Within	
Slovenia	7.25	0.05	1.62	8.92	4.80	4	14	8	Within	
Solomon Islands	7.25	0.01	0.02	7.28	4.80	2	14	2	Within	
Somalia	7.25	0.26	0.02	7.53	4.80	3	14	2	Under	1

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Member State	*Step 2.1 Membership factor*	*Step 2.2 Population factor*	*Step 2.3 Contribution factor*	*(5=2+3+4) Step 2.4 Midpoint*	*Up and down from the midpoint (greater value of 15% of midpoint or 4.8 posts)*	*(7=5-6) Step 2.5a Lower limit (midpoint minus down from the midpoint)*	*(7=5+6 or 14 posts) Step 2.5b Upper limit (greater value of midpoint plus up from the midpoint or 14 posts)*	*Step 3 Number of staff with geographical status*	*Step 3 Representation status*	*(11=7-9) Number of staff needing to be recruited from unrepresented and underrepresented Member States*
South Africa	7.25	1.30	7.01	15.56	4.80	11	20	19	Within	
South Sudan	7.25	0.30	0.06	7.61	4.80	3	14	1	Under	2
Spain	7.25	1.10	47.03	55.38	8.31	47	64	73	Over	
Sri Lanka	7.25	0.50	0.60	8.35	4.80	4	14	8	Within	
Sudan	7.25	0.96	0.19	8.40	4.80	4	14	7	Within	
Suriname	7.25	0.01	0.12	7.38	4.80	3	14	1	Under	2
Swaziland	7.25	0.03	0.04	7.32	4.80	3	14	3	Within	
Sweden	7.25	0.23	18.40	25.88	4.80	21	31	34	Over	
Switzerland	7.25	0.20	21.95	29.40	4.80	25	34	35	Over	
Syrian Arab Republic	7.25	0.44	0.46	8.15	4.80	3	14	4	Within	
Tajikistan	7.25	0.20	0.08	7.53	4.80	3	14	5	Within	
Thailand	7.25	1.63	5.60	14.48	4.80	10	19	8	Under	2
The former Yugoslav Republic of Macedonia	7.25	0.05	0.13	7.43	4.80	3	14	5	Within	
Timor-Leste	7.25	0.03	0.06	7.34	4.80	3	14	0	Un	3
Togo	7.25	0.17	0.02	7.44	4.80	3	14	4	Within	
Tonga	7.25	0.00	0.02	7.27	4.80	2	14	2	Wi.hi·	
Trinidad and Tobago	7.25	0.03	0.65	7.93	4.80	3	14	14	Within	
Tunisia	7.25	0.27	0.54	8.06	4.80	3	14	11	Within	
Turkey	7.25	1.88	19.60	28.73	4.80	24	34	22	Under	2
Turkmenistan	7.25	0.13	0.50	7.88	4.80	3	14	1	Under	2
Tuvalu	7.25	0.00	0.02	7.27	4.80	2	14	0	Un	2
Uganda	7.25	0.93	0.17	8.35	4.80	4	14	23	Over	
Ukraine	7.25	1.07	1.98	10.30	4.80	6	15	14	Within	
United Arab Emirates	7.25	0.22	11.63	19.10	4.80	14	24	0	Un	14
United Kingdom of Great Britain and Northern Ireland	7.25	1.55	85.91	94.71	14.21	81	109	133	Over	
United Republic of Tanzania	7.25	1.28	0.19	8.72	4.80	4	14	6	Within	

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Member State	*Step 2.1 Membership factor*	*Step 2.2 Population factor*	*Step 2 Contribution factor*	*(5=2+3+4) Step 2.4 Midpoint*	*Up and down from the midpoint (greater value of 15% of midpoint or 4.8 posts)*	*(7=5–6) Step 2.5a Lower limit (midpoint minus down from the midpoint)*	*(7+3+6 or 14 posts) Step 2.5b Upper limit (greater value of midpoint plus up from the midpoint or 14 posts)*	*Step 3 Number of staff with geographical status*	*Step 3 Representation status*	*(11=7–9) Number of staff needing to be recruited from unrepresented and underrepresented Member States*
United States of America	7.25	7.70	423.50	438.45	65.77	373	504	357	Under	16
Uruguay	7.25	0.08	1.52	8.85	4.80	4	14	18	Over	
Uzbekistan	7.25	0.72	0.44	8.41	4.80	4	14	51	Within	
Vanuatu	7.25	0.01	0.02	7.28	4.80	2	14	0	Un	2
Venezuela (Bolivarian Republic of)	7.25	0.74	10.99	18.98	4.80	14	24	13	Under	1
Viet Nam	7.25	2.24	1.12	10.61	4.80	6	15	3	Under	3
Yemen	7.25	0.64	0.19	8.08	4.80	3	14	7	Within	
Zambia	7.25	0.39	0.13	7.77	4.80	3	14	6	Within	
Zimbabwe	7.25	0.37	0.08	7.70	4.80	3	14	19	Over	
Total	**1 400**	**175**	**1 925**	**3 500**				**2 982**		**389**

Note: Un = unrepresented, Under = underrepresented, Within = within range, Over = overrepresented.

Table 2
Comparative summary of the desirable ranges of Member States based on recommended changes

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
Desirable range		As at 30 June 2016					Recommended change 1					Recommended changes 1 and 2				
Lower limit	Upper limit	Un	Under	Within	Over	Total	Un	Under	Within	Over	Total	Un	Under	Within	Over	Total
2	13	0	0	0	0	0	0	0	0	0	0	14	12	58	2	86
2	14	9	6	8	0	23	14	12	59	1	86	0	0	0	0	0
3	13	0	0	0	0	0	0	0	0	0	0	2	4	13	2	21
3	14	7	17	59	6	89	2	7	23	7	39	0	3	9	6	18
4	14	0	2	14	3	19	0	0	3	1	4	0	0	3	1	4
4	15	0	0	0	0	0	0	1	2	0	3	0	1	2	0	3
5	14	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0
5	15	0	1	0	1	2	0	1	0	1	2	0	1	0	1	2
5	16	0	0	0	0	0	0	2	4	0	6	0	2	4	0	6
6	15	0	2	4	0	6	0	0	0	0	0	0	0	0	0	0
6	16	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0
6	17	0	0	0	0	0	0	0	4	0	4	0	0	4	0	4
7-9	16-20	2	0	6	3	11	2	1	5	3	11	2	1	5	3	11
10-17	13-27	1	3	6	5	15	1	2	5	5	13	1	2	5	5	13
18-45	28-61	0	5	4	5	14	0	5	5	4	14	0	5	5	4	14
47-87	64-118	0	2	0	5	7	0	2	0	5	7	0	2	0	5	7
112-373	152-504	0	3	1	0	4	0	3	1	0	4	0	3	1	0	4
Total		**19**	**42**	**104**	**28**	**193**	**19**	**36**	**111**	**27**	**193**	**19**	**36**	**109**	**29**	**193**

Note: Un = unrepresented, Under = underrepresented, Within = within range, Over = overrepresented.

Table 3
Comparative analysis of the representation of individual Member States based on the recommended changes

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
	As at 30 June 2016				Recommended change 1			Recommended changes 1 and 2		
Member State	*Lower limit*	*Upper limit*	*Number of staff*	*Representation status*	*Lower limit*	*Upper limit*	*Representation status*	*Lower limit*	*Upper limit*	*Representation status*
Afghanistan	3	14	0	Un	3	14	Un	3	13	Un
Albania	3	14	10	Within	2	14	Within	2	13	Within
Algeria	7	16	9	Within	6	17	Within	6	17	Within
Andorra	3	14	0	Un	2	14	Un	2	13	Un
Angola	3	14	0	Un	3	14	Un	3	13	Un
Antigua and Barbuda	2	14	0	Un	2	14	Un	2	13	Un
Argentina	21	30	32	Over	20	31	Over	20	31	Over
Armenia	3	14	10	Within	2	14	Within	2	13	Within
Australia	45	61	48	Within	45	61	Within	45	61	Within
Austria	17	26	30	Over	16	27	Over	16	27	Over
Azerbaijan	4	14	6	Within	3	14	Within	3	14	Within
Bahamas	3	14	5	Within	2	14	Within	2	13	Within
Bahrain	3	14	2	Under	3	14	Under	3	13	Under
Bangladesh	6	16	12	Within	6	17	Within	6	17	Within
Barbados	3	14	3	Within	2	14	Within	2	13	Within
Belarus	4	14	1	Under	3	14	Under	3	14	Under
Belgium	20	29	35	Over	19	30	Over	19	30	Over
Belize	2	14	1	Under	2	14	Under	2	13	Under
Benin	3	14	8	Within	2	14	Within	2	13	Within
Bhutan	2	14	3	Within	2	14	Within	2	13	Within
Bolivia (Plurinational State of)	3	14	7	Within	2	14	Within	2	13	Within
Bosnia and Herzegovina	3	14	6	Within	2	14	Within	2	13	Within
Botswana	3	14	9	Within	2	14	Within	2	13	Within
Brazil	73	99	44	Under	73	99	Under	73	99	Under
Brunei Darussalam	3	14	1	Under	3	14	Under	3	13	Under
Bulgaria	3	14	18	Over	3	14	Over	3	14	Over
Burkina Faso	3	14	5	Within	2	14	Within	2	13	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
	As at 30 June 2016				Recommended change 1			Recommended changes 1 and 2		
Member State	*Lower limit*	*Upper limit*	*Number of staff*	*Representation status*	*Lower limit*	*Upper limit*	*Representation status*	*Lower limit*	*Upper limit*	*Representation status*
Burundi	3	14	8	Within	2	14	Within	2	13	Within
Cabo Verde	2	14	1	Under	2	14	Under	2	13	Under
Cambodia	3	14	1	Under	2	14	Under	2	13	Under
Cameroon	3	14	28	Over	3	14	Over	3	13	Over
Canada	55	74	93	Over	55	74	Over	55	74	Over
Central African Republic	3	14	1	Under	2	14	Under	2	13	Under
Chad	3	14	1	Under	2	14	Under	2	13	Under
Chile	11	20	28	Over	10	21	Over	10	21	Over
China	164	222	81	Under	164	222	Under	164	222	Under
Colombia	10	19	12	Within	9	20	Within	9	20	Within
Comoros	2	14	0	Un	2	14	Un	2	13	Un
Congo	3	14	4	Within	2	14	Within	2	13	Within
Costa Rica	3	14	10	Within	3	14	Within	3	14	Within
Côte d'Ivoire	3	14	5	Within	3	14	Within	3	13	Within
Croatia	4	14	10	Within	4	15	Within	4	15	Within
Cuba	4	14	5	Within	3	14	Within	3	14	Within
Cyprus	3	14	3	Within	3	14	Within	3	13	Within
Czechia	9	19	12	Within	9	19	Within	9	19	Within
Democratic People's Republic of Korea	3	14	1	Under	3	14	Under	3	13	Under
Democratic Republic of the Congo	4	14	10	Within	4	15	Within	4	15	Within
Denmark	14	23	25	Over	13	24	Over	13	24	Over
Djibouti	2	14	4	Within	2	14	Within	2	13	Within
Dominica	2	14	1	Under	2	14	Under	2	13	Under
Dominican Republic	4	14	7	Within	3	14	Within	3	14	Within
Ecuador	4	14	13	Within	4	14	Within	4	14	Within
Egypt	8	17	23	Over	7	18	Over	7	18	Over
El Salvador	3	14	7	Within	2	14	Within	2	13	Within
Equatorial Guinea	3	14	0	Un	2	14	Un	2	13	Un
Eritrea	3	14	5	Within	2	14	Within	2	13	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
	As at 30 June 2016				Recommended change 1			Recommended changes 1 and 2		
Member State	Lower limit	Upper limit	Number of staff	Representation status	Lower limit	Upper limit	Representation status	Lower limit	Upper limit	Representation status
Estonia	3	14	6	Within	3	14	Within	3	13	Within
Ethiopia	5	15	27	Over	5	15	Over	5	15	Over
Fiji	3	14	12	Within	2	14	Within	2	13	Within
Finland	11	21	23	Over	11	21	Over	11	21	Over
France	87	118	146	Over	87	118	Over	87	118	Over
Gabon	3	14	3	Within	2	14	Within	2	13	Within
Gambia	3	14	3	Within	2	14	Within	2	13	Within
Georgia	3	14	3	Within	2	14	Within	2	13	Within
Germany	112	152	138	Within	112	152	Within	112	152	Within
Ghana	3	14	15	Over	3	14	Over	3	14	Over
Greece	12	21	14	Within	11	22	Within	11	22	Within
Grenada	2	14	2	Within	2	14	Within	2	13	Within
Guatemala	3	14	8	Within	3	14	Within	3	13	Within
Guinea	3	14	4	Within	2	14	Within	2	13	Within
Guinea-Bissau	3	14	4	Within	2	14	Within	2	13	Within
Guyana	3	14	6	Within	2	14	Within	2	13	Within
Haiti	3	14	6	Within	2	14	Within	2	13	Within
Honduras	3	14	3	Within	2	14	Within	2	13	Within
Hungary	6	15	12	Within	5	16	Within	5	16	Within
Iceland	3	14	5	Within	2	14	Within	2	13	Within
India	45	61	55	Within	45	61	Within	45	61	Within
Indonesia	18	28	12	Under	18	28	Under	18	28	Under
Iran (Islamic Republic of)	13	23	11	Under	13	24	Under	13	24	Under
Iraq	6	15	3	Under	5	16	Under	5	16	Under
Ireland	9	19	21	Over	9	19	Over	9	19	Over
Israel	11	21	11	Within	10	21	Within	10	21	Within
Italy	69	93	126	Over	69	93	Over	69	93	Over
Jamaica	3	14	5	Within	2	14	Within	2	13	Within
Japan	167	226	78	Under	167	226	Under	167	226	Under

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
	As at 30 June 2016				Recommended change 1			Recommended changes 1 and 2		
Member State	Lower limit	Upper limit	Number of staff	Representation status	Lower limit	Upper limit	Representation status	Lower limit	Upper limit	Representation status
Jordan	3	14	18	Over	3	14	Over	3	13	Over
Kazakhstan	7	16	8	Within	6	17	Within	6	17	Within
Kenya	4	14	40	Over	3	14	Over	3	14	Over
Kiribati	2	14	0	Un	2	14	Un	2	13	Un
Kuwait	8	18	0	Un	8	18	Un	8	18	Un
Kyrgyzstan	3	14	4	Within	2	14	Within	2	13	Within
Lao People's Democratic Republic	3	14	1	Under	2	14	Under	2	13	Under
Latvia	3	14	2	Under	3	14	Under	3	14	Under
Lebanon	3	14	21	Over	3	14	Over	3	14	Over
Lesotho	3	14	2	Under	2	14	Within	2	13	Within
Liberia	3	14	2	Under	2	14	Within	2	13	Within
Libya	5	15	2	Under	5	15	Under	5	15	Under
Liechtenstein	3	14	0	Un	2	14	Un	2	13	Un
Lithuania	4	14	6	Within	3	14	Within	3	14	Within
Luxembourg	4	14	2	Under	3	14	Under	3	14	Under
Madagascar	3	14	8	Within	3	14	Within	3	13	Within
Malawi	3	14	14	Within	2	14	Within	2	13	Over
Malaysia	9	19	9	Within	9	19	Within	9	19	Within
Maldives	3	14	4	Within	2	14	Within	2	13	Within
Mali	3	14	4	Within	2	14	Within	2	13	Within
Malta	3	14	4	Within	2	14	Within	2	13	Within
Marshall Islands	2	14	0	Un	2	14	Un	2	13	Un
Mauritania	3	14	7	Within	2	14	Within	2	13	Within
Mauritius	3	14	5	Within	2	14	Within	2	13	Within
Mexico	32	44	59	Over	32	44	Over	32	44	Over
Micronesia (Federated States of)	2	14	1	Under	2	14	Under	2	13	Under
Monaco	3	14	0	Un	2	14	Un	2	13	Un
Mongolia	3	14	7	Within	2	14	Within	2	13	Within
Montenegro	3	14	4	Within	2	14	Within	2	13	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
	As at 30 June 2016				Recommended change 1			Recommended changes 1 and 2		
Member State	Lower limit	Upper limit	Number of staff	Representation status	Lower limit	Upper limit	Representation status	Lower limit	Upper limit	Representation status
Morocco	4	14	9	Within	4	14	Within	4	14	Within
Mozambique	3	14	3	Within	3	14	Within	3	13	Within
Myanmar	4	14	8	Within	3	14	Within	3	14	Within
Namibia	3	14	3	Within	2	14	Within	2	13	Within
Nauru	2	14	0	Un	2	14	Un	2	13	Un
Nepal	3	14	10	Within	3	14	Within	3	13	Within
Netherlands	31	42	42	Within	31	42	Within	31	42	Within
New Zealand	8	17	11	Within	7	18	Within	7	18	Within
Nicaragua	3	14	2	Under	2	14	Within	2	13	Within
Niger	3	14	4	Within	2	14	Within	2	13	Within
Nigeria	11	20	14	Within	10	21	Within	10	21	Within
Norway	19	29	16	Under	18	29	Under	18	29	Under
Oman	5	14	1	Under	4	15	Under	4	15	Under
Pakistan	9	18	16	Within	8	19	Within	8	19	Within
Palau	2	14	0	Un	2	14	Un	2	13	Un
Panama	3	14	6	Within	3	14	Within	3	13	Within
Papua New Guinea	3	14	2	Under	2	14	Within	2	13	Within
Paraguay	3	14	3	Within	2	14	Within	2	13	Within
Peru	6	15	7	Within	5	16	Within	5	16	Within
Philippines	8	18	21	Over	8	18	Over	8	18	Over
Poland	20	29	17	Under	19	30	Under	19	30	Under
Portugal	10	20	21	Over	10	20	Over	10	20	Over
Qatar	8	17	0	Un	7	18	Un	7	18	Un
Republic of Korea	41	55	46	Within	41	55	Within	41	55	Within
Republic of Moldova	3	14	7	Within	2	14	Within	2	13	Within
Romania	6	16	13	Within	6	17	Within	6	17	Within
Russian Federation	60	81	48	Under	60	81	Under	60	81	Under
Rwanda	3	14	10	Within	2	14	Within	2	13	Within
Saint Kitts and Nevis	2	14	5	Within	2	14	Within	2	13	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
	As at 30 June 2016				Recommended change 1			Recommended changes 1 and 2		
Member State	*Lower limit*	*Upper limit*	*Number of staff*	*Representation status*	*Lower limit*	*Upper limit*	*Representation status*	*Lower limit*	*Upper limit*	*Representation status*
Saint Lucia	2	14	1	Under	2	14	Under	2	13	Under
Saint Vincent and the Grenadines	2	14	1	Under	2	14	Under	2	13	Under
Samoa	2	14	3	Within	2	14	Within	2	13	Within
San Marino	3	14	2	Under	2	14	Within	2	13	Within
Sao Tome and Principe	2	14	0	Un	2	14	Un	2	13	Un
Saudi Arabia	25	35	3	Under	25	35	Under	25	35	Under
Senegal	3	14	8	Within	2	14	Within	2	13	Within
Serbia	3	14	9	Within	3	14	Within	3	13	Within
Seychelles	2	14	2	Within	2	14	Within	2	13	Within
Sierra Leone	3	14	6	Within	2	14	Within	2	13	Within
Singapore	11	21	14	Within	11	21	Within	11	21	Within
Slovakia	6	15	9	Within	5	16	Within	5	16	Within
Slovenia	4	14	8	Within	4	14	Within	4	14	Within
Solomon Islands	2	14	2	Within	2	14	Within	2	13	Within
Somalia	3	14	2	Under	2	14	Within	2	13	Within
South Africa	11	20	19	Within	10	21	Within	10	21	Within
South Sudan	3	14	1	Under	2	14	Under	2	13	Under
Spain	47	64	73	Over	47	64	Over	47	64	Over
Sri Lanka	4	14	8	Within	3	14	Within	3	14	Within
Sudan	4	14	7	Within	3	14	Within	3	14	Within
Suriname	3	14	1	Under	2	14	Under	2	13	Under
Swaziland	3	14	3	Within	2	14	Within	2	13	Within
Sweden	21	31	34	Over	21	31	Over	21	31	Over
Switzerland	25	34	35	Over	24	35	Within	24	35	Within
Syrian Arab Republic	3	14	4	Within	3	14	Within	3	13	Within
Tajikistan	3	14	5	Within	2	14	Within	2	13	Within
Thailand	10	19	8	Under	9	20	Under	9	20	Under
The former Yugoslav Republic of Macedonia	3	14	5	Within	2	14	Within	2	13	Within
Timor-Leste	3	14	0	Un	2	14	Un	2	13	Un

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
	As at 30 June 2016				Recommended change 1			Recommended changes 1 and 2		
Member State	*Lower limit*	*Upper limit*	*Number of staff*	*Representation status*	*Lower limit*	*Upper limit*	*Representation status*	*Lower limit*	*Upper limit*	*Representation status*
Togo	3	14	4	Within	2	14	Within	2	13	Within
Tonga	2	14	2	Within	2	14	Within	2	13	Within
Trinidad and Tobago	3	14	14	Within	3	14	Within	3	13	Over
Tunisia	3	14	11	Within	3	14	Within	3	13	Within
Turkey	24	34	22	Under	23	34	Under	23	34	Under
Turkmenistan	3	14	1	Under	3	14	Under	3	13	Under
Tuvalu	2	14	0	Un	2	14	Un	2	13	Un
Uganda	4	14	23	Over	3	14	Over	3	14	Over
Ukraine	6	15	14	Within	5	16	Within	5	16	Within
United Arab Emirates	14	24	0	Un	14	24	Un	14	24	Un
United Kingdom of Great Britain and Northern Ireland	81	109	133	Over	81	109	Over	81	109	Over
United Republic of Tanzania	4	14	6	Within	3	14	Within	3	14	Within
United States of America	373	504	357	Under	373	504	Under	373	504	Under
Uruguay	4	14	18	Over	4	14	Over	4	14	Over
Uzbekistan	4	14	11	Within	3	14	Within	3	14	Within
Vanuatu	2	14	0	Un	2	14	Un	2	13	Un
Venezuela (Bolivarian Republic of)	14	24	13	Under	14	24	Under	14	24	Under
Viet Nam	6	15	3	Under	5	16	Under	5	16	Under
Yemen	3	14	7	Within	3	14	Within	3	13	Within
Zambia	3	14	6	Within	2	14	Within	2	13	Within
Zimbabwe	3	14	19	Over	2	14	Over	2	13	Over
Total			**2 982**							

Note: Un = unrepresented, Under = underrepresented, Within = within range, Over = overrepresented.